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# EAST BAY LABOR JOURNAL

THE ONLY OFFICIAL NEWSPAPER OF ORGANIZED LABOR IN ALAMEDA COUNTY

Owned, Controlled and Published by Central Labor Council of Alameda County—AFLCIO and Building and Construction Trades Council of Alameda County—AFLCIO

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## from the EDITOR'S CHAIR

### 1965: A BEGINNING

As we approach 1965, we in the American labor movement see a lot of auspicious beginnings. But most of them are only beginnings.

The government we helped elect has started its War on Poverty. But so far it is only a demonstration project.

In our efforts to steer our nation onto the road toward peace, we rejoiced with the signing of a nuclear test ban treaty nearly 1½ years ago. But nothing much has been done since.

And the war in Vietnam, a cancer that can spread anytime, plods on.

Despite various training and job-creating programs, our nationwide unemployment rate is still 5.2 per cent. And the experts say it won't go down significantly for at least another year.

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### STILL A DREAM

A beginning has been made in the fight for equal rights. But justice in Mississippi is still elusive. And in California, the majority of voters would rather have the right to discriminate than be right.

Most unions, meanwhile, continue their token support of equal job rights, regardless of race. But when confronted with the fact that most or all of their members are lily white, they blame it on the employers.

★ ★ ★

### FAT & CONTENTED?

The labor movement, too, in 1965, has made a beginning on a lot of things, but not much more.

Union membership has stopped declining. Except in some parts of Southern California and Sonthern America, our political efforts are improving.

We elected a president and a Congress to enact our programs. Now we'll see what they do.

But labor continues to waste a lot of energy on fights over jurisdiction between unions, instead of spending its valuable time and money on extending its very real and important benefits to the millions of unorganized workers.

The farm workers, apparently sold down the river once again by our elected Democratic public officials under pressure from the corporation farmers, have the lowest wages and worst conditions of all.

But there are untold millions exploited by both private employers and local, state and federal agencies.

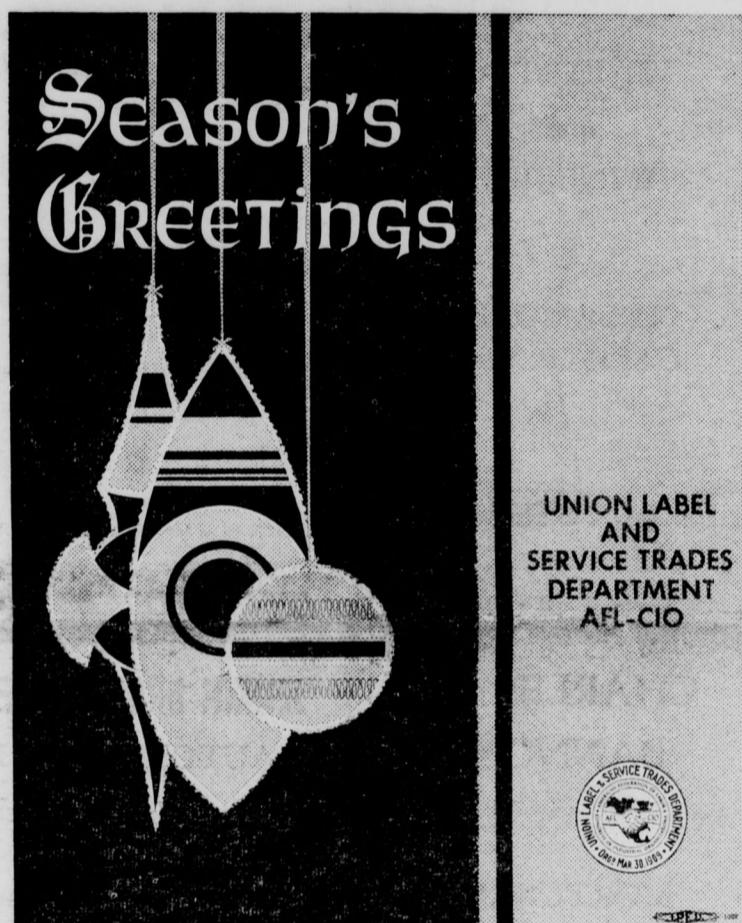
These are by no means confined to the South. And, though they abound in service occupations, retail trade and office jobs, the unorganized undermine the gains of the organized in almost every field and area.

1965, we await you: soberly, in the figurative if not the literal sense, and with anticipation.

## OFFICIAL NOTICES

Unions will find notices of important meetings called by their officers on page 5 of this issue of the Journal.

# Labor event for Henning scheduled here Feb. 8



THIS IS OUR ANNUAL Christmas Edition. Greetings from unions and advertisers predominate on inside pages. You'll find union columns on pages 7, 9, 11, 13 and 15.

## Key section of U.C. report on farm workers censored

A report on farm workers from the University of California at Berkeley was censored, Secretary-Treasurer Thomas L. Pitts of the California Labor Federation charged last week.

The deleted 17-page section of a U.C. Giannini Foundation study corroborated findings of a recent UCLA report, according to the State AFL-CIO leader.

The UCLA study showed that unemployed American workers would take jobs on California farms if wages and working conditions were improved.

Pitts blamed an "apparent grower veto" for deletion of the key section of the U.C. Giannini Foundation report.

The report was ordered by the State Department of Employment.

### ACADEMIC FREEDOM?

Pitts said the censorship "constitutes a gross violation of academic freedom with respect to research personnel."

He added:

"In this case, the selective insurance of parts of the Berkeley study enabled agribusiness to claim at the U.S. Labor Depart-

ment hearings in San Francisco last week that the Berkeley study refuted UCLA's study when, in point of fact, the very opposite was the case."

Pitts pointed out that both studies were paid for by the state's taxpayers.

He wrote Governor Brown urging that the censored section be made public at once.

### Amundson, Wade named to poverty war group

Norman E. Amundson, assistant secretary of the Central Labor Council, and Arthur M. Wade, president of Communications Workers 9415 and CLC Executive Committee member, have been appointed to a new 25-member Economic Development Council of the City of Oakland.

Mayor John C. Houlihan will head the council, which will advise city officials on local phases of President Johnson's War on Poverty. Joseph Smith, labor attorney and former Oakland mayor, will be vice-chairman, Amundson said.

### Items on agenda told by Jimmy

Congressman James Roosevelt told unionists here Friday that the House Labor Subcommittee, of which he is chairman, will consider the following next year:

- A \$2 minimum wage and expansion of minimum wage coverage.

- Double time for overtime in some industries.

- A basic 35-hour workweek.

He also forecast repeal of Section 14-B of the Taft-Hartley Law "if labor will get together and insist on it." He added this would save unions large sums now spent in fighting state right-to-work legislation.

### Cover up that old election bumper strip on your car

If you still have an election bumper strip on your car, don't bother to take it off.

Cover it up with one put out by the AFL-CIO Oil, Chemical and Atomic Workers to publicize its consumer boycott against Standard Oil Co. of California.

These bumper strips read: "Please Don't Buy Standard Gasoline and Oil—Unfair to Labor."

They're available in the Central Labor Council Office, 2315 Valdez St., Oakland, and at OCAW Local 1-589, 1515 Market Ave., San Pablo, as well as other union offices.

### 31,000 CREDIT CARDS

Alvin Johnson, delegate from OCAW 1-589, told the Central Labor Council 31,000 credit cards had been returned to Standard of California, according to unofficial reports.

If you return yours and it is sent back to you, Johnson urged delegates, tear it up and mail it to Standard again with a letter telling why.

The boycott began after Standard Oil tried to force a settlement below the rest of the industry pattern upon its employees.

It isn't that Standard can't afford the same 4½ per cent wage-and-benefit package that the union won from the rest of the industry, according to an OCAW statement.

Standard of California shared in the overall productivity increase of 8.8 per cent in the oil industry last year, when its new profits went up to \$322,100,000, the OCAW said.

Yet, although all other major oil firms have agreed to the 4½ per cent package, Standard has "hung tough" at 3½ per cent, according to the union.

### Union purchase of Israel bonds aim of dinner

Congressman James Roosevelt (D-Los Angeles) stopped in Oakland last Friday to urge all Alameda County unions to participate in a forthcoming labor tribute to Under Secretary of Labor John F. Henning.

Henning, former California Labor Federation research director and state director of industrial relations, will be honored at a banquet sponsored by the Central Labor Council and Building Trades Council Feb. 8 at Goodman's, Jack London Square, Oakland.

The dinner will be on behalf of the State of Israel Bonds program.

Under Secretary Henning will receive the "Labor's Citizen of the Year" award.

### IMPORTANT TO LABOR

Congressman Roosevelt spoke at a reception for unionists in the Labor Temple.

In urging support of the Feb. 8 dinner, he called Israel "the outstanding example of labor's participation in the government and policies of a nation" in the free world.

He said Israel has a special relationship with the free world's trade unions because of the pioneering efforts of its labor movement, Histadrut.

Partly because labor and the government are so closely related, Israel has no unemployment, Roosevelt said.

More than \$70 million worth of Israel bonds have been sold in the United States since last January, the congressman, son of the late President Franklin D. Roosevelt, added.

He cited Israel bonds as a worthwhile investment for unions and welfare funds because they are liquid and sound assets, in addition to being an investment for peace in a bastion of democracy in that part of the world.

### U.C. Employees 371 wins 2½ per cent hike

Norman E. Amundson, assistant secretary of the Central Labor Council assisted in just-concluded negotiations between the University of California and U.C. Employees 371.

The union, which represents custodial help employed by the university, won a 2½ per cent wage increase effective Jan. 1. This is in addition to 2½ per cent received last July, Amundson said.

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# OFFICIAL UNION NOTICES

## E.B. MUNI EMPLOYEES 390

### HAYWARD SCHOOLS (H)

Wednesday, Jan. 6, 8 p.m. Martin School, 1000 Paseo Grande, San Lorenzo.

### CITY OF BERKELEY

Tuesday, Jan. 5, 4:30 p.m., Corporation Yard, Berkeley.

### EXECUTIVE BOARD

Thursday, Jan. 14, 7:30 p.m. Labor Temple, Room 220.

### CITY OF OAKLAND (F)

Wednesday, Jan. 20, 8 p.m. Labor Temple, Room 220.

### CITY OF RICHMOND (D, DP)

Tuesday, Jan. 26, 1:30 p.m. Corporation Yard, Richmond.

### HIGHLAND HOSPITAL (GH)

Wednesday, Jan. 27, 8 p.m. Labor Temple, Room 220.

### FAIRMONT HOSPITAL (GF)

Thursday, Jan. 28, 8 p.m. Carpenters Hall, 1050 Mattox Rd., Hayward.

Fraternally,

CLIFF SANDERS  
Exec. Secty.

## STEEL MACHINISTS 1304

Regular meeting Thursday, Jan. 7, 8 p.m. Executive Board meets 6:30 p.m.

Merry Christmas.

Fraternally,  
DAVE ARCA  
Secretary

## BARBERS 134

Barbers Local No. 134 will hold the annual election of officers on Monday, Dec. 28, 1964, at the Labor Temple, 23rd & Valdez streets, Oakland, Calif., in Hall M on the third floor.

Balloting will begin at 4 p.m. and close at 8 p.m.

The regular meeting will be called to order at 8 p.m. and continue until the business of the local is concluded.

At the last meeting of Barbers Local No. 134, the members voted to give full support to Oil, Chemical and Atomic Workers International Union, Local No. 1-561 AFLCIO, in their full scale "We Do Not Patronize" program against the Standard Oil Company of California.

Every member is requested to attend the December meeting. Many important matters will be given consideration.

The Barbers International Union is seriously concerned with the welfare of the entire membership of Local No. 134, and a full report will be made on the programs, the future and the plans for progress, unity and action.

May we extend our best wishes for a merry Christmas and a happy, prosperous and healthy new year.

Fraternally,  
ANTHONY P. FISHER  
President  
ALVIN L. HOLT,  
Acting Secty-Treas.  
& Intl. Rep.

## CO. SCHOOL EMPLOYEES 257

The regular meeting will be Saturday, Jan. 9, 1965, at 2 p.m. in Jackson Hall of the Electrical Workers' Building, 1918 Grove St., Oakland.

The Executive Board will meet at 9:30 a.m.

Please call the following people from Dec. 18 to Jan. 4 because Lyman Penning, business representative, will be on vacation: Marty Martinez, president, 357-0952; Harold Benner, secretary, 357-0981.

Fraternally,  
HAROLD BENNER  
Secretary

## AUTOMOTIVE MACHINISTS 1546

The regular meetings of Lodge 1546 are held on the first and third Tuesdays of each month at the hour of 8 p.m. at our building at 10260 MacArthur Blvd., Oakland.

Fraternally,

DON CROSSMAN  
Recording Secretary

## RETAIL CLERKS 870

The officers and staff of Local 870 extend the season's greetings and all good wishes for a happy new year.

Fraternally,  
CHARLES F. JONES  
President

## ALAMEDA CARPENTERS 194

Meetings are held on the first and third Mondays of each month at 8 p.m. at the Veterans Memorial Building, Walnut and Central, Alameda. Refreshments are served on the first meeting of the month.

Fraternally,  
WM. (Bill) LEWIS  
Recording Secretary

## UNITED STEELWORKERS 4468

Regular meeting held second Saturday of each month at 10 a.m. at Eagles Hall, 1228 36th Ave., Oakland.

Fraternally,

FRANK V. MCINTOSH  
Recording Secretary

## BAKERY WAGON DRIVERS 432

The office of Bakery Wagon Drivers 432 will be closed for the Christmas holidays from noon Thursday, Dec. 24, until 9 a.m. Monday, Dec. 28, and for the New Year holidays from noon Thursday, Dec. 31, until 9 a.m. Monday, Jan. 4, 1965.

Fraternally,

LES BENHAM  
Secretary-Treasurer

## AUTO AND SHIP PAINTERS 1176

The next regular meeting will be at 8 p.m. Jan. 5 in Hall D of the Labor Temple, 2315 Valdez St., Oakland.

Fraternally,

LESLIE K. MOORE  
Bus. Rep.

## BERKELEY PAINTERS 40

The meeting of Dec. 25 has been cancelled due to the holiday.

Fraternally,

GENE SLATER  
Bus. Rep.

## PAINTERS 127

Merry Christmas and happy new year to all members from the officers of Local 127.

Bob York will have a little Christmas cheer in the office for all members who wish to come down there on the 23rd or 24th.

Fraternally,

JAMES L. BROWN  
Rec. Secty.

## MARINE CARPENTERS 1149

The Union Blood Bank has done a great deal of good, saving money for many of our members when they needed it most. We now need blood to increase our reserve. Any member who gives a unit of blood will be credited with two months' dues, besides helping to insure the continued operation of this most needed service.

Fraternally,

STAN LORE  
President and Manager

## CARPENTERS 36

The officers and delegates of Carpenters 36 want to take this opportunity to wish all carpenters and their families a very Merry Christmas and a Happy New Year.

Stewards will meet on the third Thursday of each month at 8 p.m.

There will be no meeting of the Educational Committee for the month of December, 1964.

The meeting of Friday, Jan. 1, 1965, has been cancelled.

Any Carpenter wishing to take a course of instruction in blueprint reading, framing square or transit and level, starting in February, 1965, please call your business agent. All classes will be held in the evenings.

Fraternally,  
OSCAR N. ANDERSON  
Recording Secretary

## MILLMEN'S 550

Millmen's Union 550 Blood Bank is closed for the time being. We have a large surplus of blood at the moment; therefore we will not accept any more donations until further notice from this office. All members who have donated blood to this blood bank, please contact this office to see when we will be accepting more donations.

Fraternally,  
GEO. H. JOHNSON  
Financial Secretary

## BAKERY WAGON DRIVERS 432

On Jan. 1, 1965, your blood bank assessment No. 6 will be due. In mailing your dues to the office of the financial secretary, please include your \$1 blood bank assessment.

Due to Christmas and New Year falling on Friday, our regular meetings have been cancelled for these two holidays. The offices of the financial secretary and business representatives will close at 12 noon on Thursday, Dec. 24, and Thursday, Dec. 31, 1964. The offices will be open as usual the following Mondays.

The Executive Board, business representatives, office personnel and employees of Local Union No. 1622 would like to take this opportunity to wish all of its members and their families the best of everything during the holidays, and a healthy and prosperous New Year.

Fraternally,  
A. W. RICE  
Rec. Secty.

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## Registration at Oakland Technical Adult School

Registration for the winter term is now open at Oakland Technical Adult School, Broadway and 42nd streets.

Scheduled to start Jan. 4 are a wide range of classes in business education, academic, high school, homemaking and industrial education fields, as well as citizenship and English for the foreign speaking.

Further information may be obtained at the school or by phoning OL 3-8088.

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## Painters Local No. 127

By SAM CAPONIO

The officers and members of Painters Local 127 wish to extend greetings to all for a truly joyous Christmas.

We give thanks for everything in the past year and look forward with anticipation into the new year. Many things will come up in this new year which will affect you and your family.

All members who have chosen the Kaiser Plan can have a full physical examination for free. In January, February and March, all members of the Welfare Plan, (Painters only) can get a full physical examination from the doctor of their choice. The trustees have allowed up to \$25 toward this examination, and they hope all will take advantage of this opportunity. This does not include dependents.

The trustees also tried to get an allowance of \$50 toward eye care for members, but some of the trustees have laid this matter over to the next meeting.

The excess vacation money that was mentioned last week will be used as soon as the Vacation Trust is amended. There is nothing in the trust that allows the trustees to do anything with the excess money. That will be taken care of soon.

Many people have stated that the present trustees are going to break the Welfare Plan. In the third quarter in 1964 (July-September), the Welfare Plan spent \$30,000. With a reserve of \$1,700,000, the amount spent is just a drop in the bucket.

Next quarter will reflect the Dental Plan, which began in October. You will know the amount spent on that item also. The last part of January, the next audit of the plan will show the figures.

Many members in the East Bay are upset over the decision of the General Executive Board on local union election of business representatives. If you have not heard by now, the board turned down the request.

Last year, the board gave the San Francisco area permission to elect their own agents, but have turned down the same request for our area. No reason was given other than that the board thought the move would not be wise at this time. Usually the board cites the Brotherhood Constitution, but it did not in this case.

Other Painters' Unions plan to take any action necessary to get a reversal of that decision. We plan to join them.

Merry Christmas.

## Watchmakers Local 101

By GEORGE F. ALLEN

Immediately following the New Year holiday, those members that will be attending the first Accutron Watch Class will receive their notice by mail.

The first class will start on Tuesday, Jan. 12, and then, within five weeks, the second group of members will be notified as to the date and time of their class attendance.

If any of you have obtained the Accutron Repair Kit from Bulova that we mentioned previously, we suggest that you bring your kit with you to school. We are sure it will be most helpful to you during your instruction.

Each Watchmaker that completes the course will receive a certificate from the Bulova Co., certifying that he is an Accutron repair specialist.

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## Millmen 550

BY CLYDE JOHNSON

The holiday season is not so pleasant for many of our members this year. About 125 members are out of work. This is the worst unemployment we've suffered in a long time.

If the cabinet and laboratory fixtures for Emeryville High School, the new Berkeley schools, Alameda schools and a few other schools in the county had not been peddled to out-of-state firms, our members would be working today.

It is hard to explain to an unemployed, taxpaying Millman why the University of California is buying laboratory fixtures for the new Chemistry Building from out-of-state.

We have talked to school boards, to superintendents, to architects, to builders, to politicians... with few results. Legislation is a must! We intend to hit some of the jobs with consumer pickets. When any of these districts asks us to support school bonds again, our support will be measured by the amount of cabinet work we got on the previous jobs.

Our first push on the Legislature will be an appeal to keep the "Buy America" Act as a law. Our appeal (Locals 42, 262 and 550 together) will go to all locals of the Brotherhood, to many other unions in the state and to all legislators.

You will receive notice soon of contract demand meetings. The Six County Negotiating Committee will meet Dec. 28 to establish a more formal setup and to prepare for negotiations.

Holiday greetings from the officers and Executive Board.

Why not pass this copy of the East Bay Labor Journal to a friend of yours when you are finished reading it!

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By RICHARD SCHOLZ

The Christmas season brings out many once-a-year traditions, with the exchanging of gifts, the family gatherings and feasting, and the holiday cards.

That which symbolizes the feeling of the season the most is the increasing display of lights. Even on the first night, there was a light shining from a star pointing for the three wise men.

So it is now we may be wise men and follow the lights of our time that brighten the darkness and guide for us the way. His way is the way of love and brotherhood of man.

Our holiday eatin' meeting was a fine success with the Christmas Party Committee doing a fine job.

Winners of Safeway merchandise orders were Brothers Fred Claypole, Ken Coble and Richard Griffin. Brother Wayne Collins had just paid his dues in advance, and then won a month's free dues. Winners of the boxing tickets turned out to be Brothers Stan Richards, Ross Miller and James Sillers. With the boxing show over, they received five dollars each instead.

Two fine watches as special gifts from Brother Glen McIntire were won by journeyman Brother Bob Flood and apprentice Dean Shelton.

Being no further business, the meeting adjourned to the back of the hall where the food was waiting.

I hope that many of you will join those who attend the regular monthly union meetings through the coming year. We should have an even larger monthly attendance. This will give us a more fruitful participation by you, the members, in the union's affairs.

See you Jan. 28, 1965.

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**Retail Clerks Union 870**

By CHARLES F. JONES

Nominations for first vice-president, second vice-president, secretary-treasurer, five vacancies on the Executive Board, two delegates to the Alameda County Central Labor Council and one trustee will be held at the first regular membership meeting on Tuesday, Jan. 12, 1965, at 8 p.m. in the office of the union.

The election for the above offices will be held on Tuesday, Jan. 26, 1965, at the office of the union. The polls will be open from 8 a.m. until 8 p.m.

Article VI (G) of the by-laws of Local 870 provides: No person shall be eligible to hold elective office unless he or she has: (1). Completed 12 consecutive months' active membership in the Union next immediately preceding nomination, and (2). Has not had, during such 12 month period, charges preferred and sustained or has not been subject to disciplinary action by the Executive Board and (3). at the time of nomination is in good standing.

**IN MEMORIAM**

We regret to announce the death of Brother Wesley C. Brady, who passed away on Dec. 12, 1964. Brother Brady was employed at Bond's, Oakland. We extend the sympathy of the union to his family.

**Carpenters Credit Union**

By PAUL HUGGINS, Treasurer

We handed out quick cash to many members for their Christmas shopping. They had been saving a few dollars out of each paycheck all through the year. Christmas is more fun when you have the money saved for it.

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Set up a "payroll deduction" for yourself. If the employer won't take it out before writing the check, you just have to take it out when you cash the check. If you are cashing the check at the liquor store, order your bottle of booze "and a money order for the credit union."

You know pretty well you are going to lose some days during the rainy season. The only way you can enjoy those days off is to save up a little when you are getting in full time.

"Relax and enjoy it." You will live longer and get more fun out of living if you are prepared to enjoy each period of unemployment. This means saving a part of every full paycheck.

Only the part you save really belongs to you. Make up your mind to save a little first, before paying the bills. If you can't save any, you may as well give up and quit working right now, because someday you'll have to quit, and you'll be just as broke as you are now.

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## Steel Machinists 1304

By DAVE ARCA

Hi. Thanks to the U.S. Supreme Court, our 1304 members locked out by Pabco may have a happier Christmas, and, we hope, a more prosperous New Year.

We've waited five and a half years for justice. That's a long time.

The waiting is not over. The Supreme Court ruled 8 to 0 that Pabco must resume its maintenance operations. Pabco has not yet indicated it will comply.

Justice doesn't come easy to locked out workers. Only the combined efforts of our United Steelworkers of America and the Central Labor Council of Alameda County with its affiliated unions, and the fair reporting of the East Bay Labor Journal, plus extensive legal counselling by the law firm of Darwin, Rosenthal and Leff, guided our perilous course through lockout, strike, injunctions and lawsuits.

No, indeed, justice for workers doesn't come easy.

The Supreme Court's 8 to 0 ruling should have cleared the way for a resumption of negotiations. Further delay would appear contempt on the part of the company. Perhaps we're unduly suspicious.

We admit to bitterness over the calculated act. Other companies have accomplished economic cutbacks without resorting to conspiracy and deceit. Rehashing the brutal callousness may expose a masochistic weakness, but our wounds were deep, and scars remain. It will be difficult to forget.

Greetings

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### Sheet Metal Snips

By AL ARELLANO

We are happy to inform our members that further benefits have been added to our Welfare Plan and have already been put into effect.

Our daily hospital benefit for board and room has been increased to \$25 per day for both member and dependent.

The surgery schedule has been increased from \$4 to \$5 per unit, and the maximum will be increased to \$750 per disability.

Major medical expense has been increased to \$5,000 with a \$25 maximum for board and room. (Same provisions for member and dependent now in effect.)

Covered expenses were increased to 80 per cent in excess of the deductible amount of \$100. An addition has been made for one (only) surgical assistant, to assist at major surgery up to a maximum of 15 per cent.

Diagnostic X-ray and laboratory was changed to a maximum of \$100 in calendar year for each accident or each illness for member and each accident and all illnesses for dependents.

Maternity benefit maximum with hospital confinement was increased to \$150.

Obstetrical procedures — delivery of child or children was increased to \$100. Caesarean section was increased to \$200.

Ambulance services was increased to \$30 per trip to or from hospital.

The number of months unemployed, for those who meet the requirements in order to continue coverage by prepayment of monthly rate, has been changed from six to 12 months.

I am happy to say that as your trustee on this plan, I have been instrumental in winning these increased benefits for you. We will continue to work for an even better welfare and/or pension plan.

The business representatives and office staff of Local 216 join me in wishing you and yours a Happy Christmas and Prosperous New Year.

Members of Tri-State Council Death Benefit Plan please be advised that Death Assessment No. 534 is now due and payable.

Tell 'em you saw it in the East Bay Labor Journal!

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# East Bay LABOR JOURNAL



FOUNDED APRIL 3, 1926 . . . Only Official Publication of Central Labor Council — AFL-CIO and Building Trades Council of Alameda County — AFL-CIO.

39th Year, Number 40

December 25, 1964

PAUL S. WILLIAMS, Editor

1622 East Twelfth Street

Phones ANDover 1-3981, 3982

## A very worthwhile way to spend public money

Defense expenditures are being cut. We have slowed down the arms race a little, but we still have massive nuclear superiority.

How about the money saved?

Should we give it all back in tax cuts? Or should we keep some in the "public sector of the economy," as the experts call it?

There are two persuasive arguments for the second course:

- Defense cuts have increased unemployment in some areas, including California. Economists predict no significant improvement in unemployment during 1965. California's jobless rate has been running higher than the national average most of the time since the beginning of 1961. Spending federal money on peacetime needs will create new jobs.

- Now we have a chance to catch up on some of the nation's unmet needs — better housing, better schools, health, transportation and the elimination of poverty.

President Johnson's Commission on Heart Disease, Cancer and Stroke recently recommended a network of 540 treatment and research centers for these three diseases.

This is an example of meeting an important national need. Health is a public concern.

If present methods of treatment are not available to all Americans alike, it means that some persons are dying merely because they haven't enough money, or because they live in the wrong part of the United States.

This is un-American to us.

By the same token, if research could find ways to prevent or cure these three diseases, which cause 70 per cent of the nation's deaths, it is criminal not to spend enough money to do it.

We'll all die someday, anyway. But what better way could there be to spend a relatively small part of our national budget than to let millions enjoy life a little longer?

The presidential commission has put a \$2.9 billion price tag on its program over the next five years. We've been spending \$40-\$50 billion a year on defense-related programs for years. Which is more important?

## 'Boulwarism' ruled illegal

The National Labor Relations Board ruled last week that "Boulwarism" is against the law.

"Boulwarism" got its name from Lemuel R. Boulware, for many years vice-president in charge of labor relations for General Electric Co.

In the case before the NLRB, General Electric presented a take-it-or-leave-it proposal to employees, then tried to undermine and discredit the union which legally represented its employees, the AFLCIO International Union of Electrical, Radio and Machine Workers.

The NLRB, in a key 4-1 decision, ruled that this was not "true collective bargaining" under terms of the law and was, therefore, an unfair labor practice by G.E.

As a matter of fact, Boulwarism, as practiced by G.E. and a number of other large firms, is a travesty on collective bargaining.

A take-it-or-leave-it offer is the exact opposite of bargaining. And going directly to individuals undermines the collective approach, which is the strength of unionism.

Among other things, the NLRB found that G.E.:

- Interfered with and coerced employees in their union rights.
- Broke the law by refusing to reinstate 18 strikers in Augusta, Ga.
- Tried to get some IUE locals to abandon the strike or deal separately with the company, and
- Presented IUE a personal accident insurance proposal on a this-or-nothing basis.

The NLRB found that General Electric mounted a campaign to "disparage and discredit" the union and tried to get employees to persuade the union to submit to the G.E. proposals.

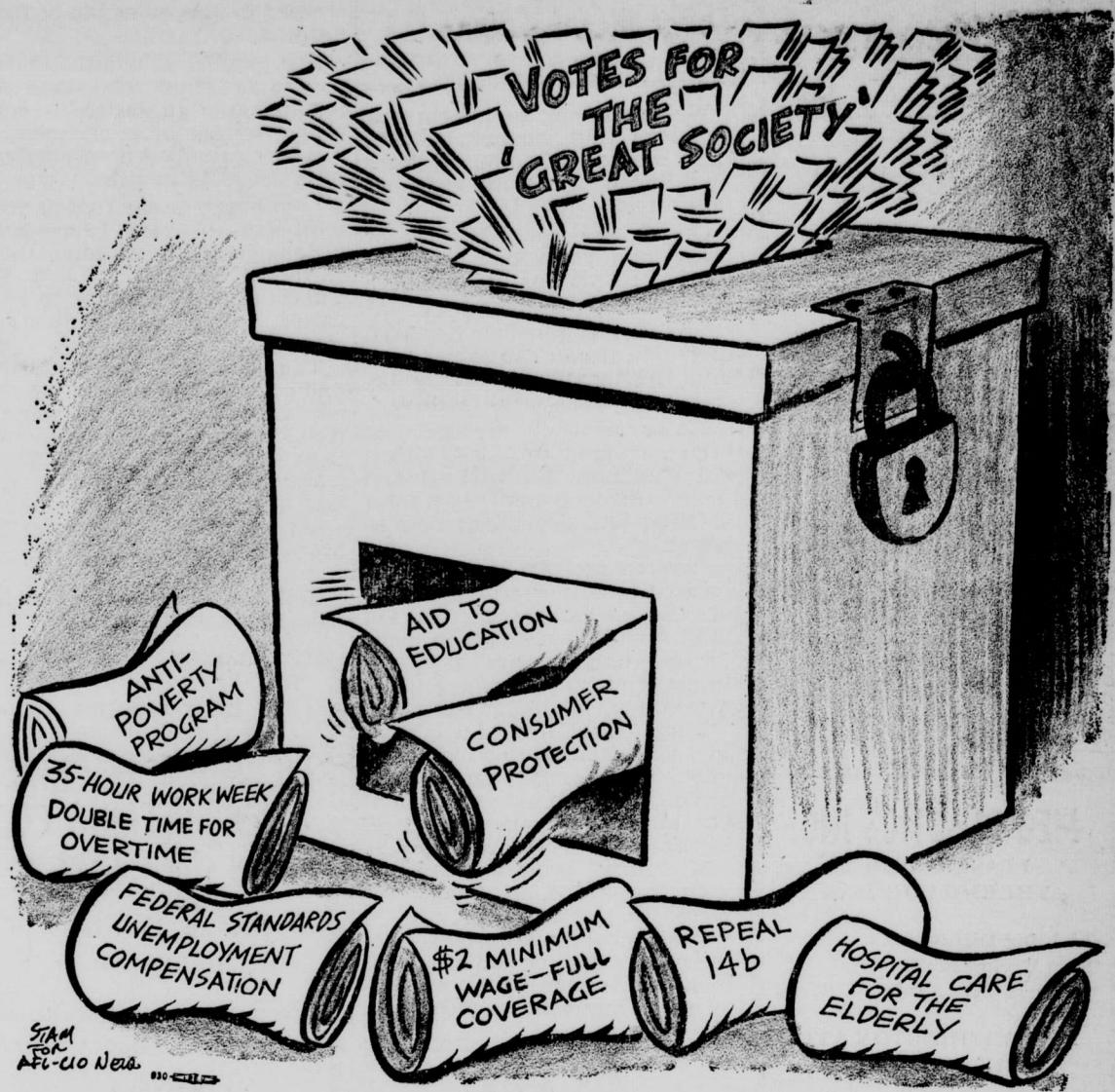
"Boulwarism" is probably the reason the IUE's three-week strike against G.E. failed in 1960.

American labor relations have been largely peaceful, and the American labor movement has remained a supporter of the free enterprise system.

This is because both sides have developed a system of free, collective bargaining. Under it, both workers and management are the richest in the world.

General Electric, the nation's largest electrical manufacturer, apparently doesn't believe in this system and wants to grab more for itself. The NLRB, protector of the rights of both sides under the law, has rightly slapped G.E. down.

## Translating the Mandate



## OPINIONS - You Write 'Em . . . We Run 'Em!

### CARPENTERS H&W STATISTICS GIVEN

Editor, Labor Journal:

In your press release of Nov. 18, 1964, under the caption "Opinions" certain statements were made by a Mr. Rikard primarily relative to the Health and Welfare Plan and what he alleged to be a lack of Carpenters covered.

Not only do I recognize the situation a man finds himself in when he reaches the age of fifty years or over, but I have worked very diligently in this area on both the state and national basis to try to alleviate their problems in this highly competitive age.

I believe it is timely that your readers become acquainted with our health and welfare in the limited space afforded me to cover such a broad subject.

First, I might mention that the Health and Welfare Plan is financed by a negotiated contribution by the employer on the employee's behalf. It is not a deduction from wages.

The Carpenter's Health and Welfare Plan has been in existence since 1953.

#### TOTAL CLAIMS PAID

Number	Amount
'53-4	7,107 \$ 825,550.32
'63-4	111,912 \$ 6,612,484.91
(inc.)	
Totals	646,933 \$ 41,266,364.37

#### PER CAPITA MEDICAL CLAIMS

Number	Increase Per Cent
'53-4	3.42
'63-4	18.17
(inc.)	23.0
Totals	191.2
Average	18.2
Per Yr.	—
Last 5 Yrs.	55.6
(Total)	

#### UTILIZATION OF BENEFITS

(Mar. 1, '53-Aug. 31, '63)	Claims Per 1,000	Eligible Carpenters	Per Month	HOSPITAL	Per Cent Increase
'53-4	24.2				
'63-4	51.2				4.5
Total Incr.					87.7

month period into the operating fund, the second three month period is added to the third three month period, then one can figure 400 hours worked in the nine month period would bring about coverage for a six month period.

The trust further provides that if a covered Carpenter is unable to work because of sickness or injury, and upon the filing of a disability certification, the fund will credit his account up to 26 weeks thereby extending his coverage.

Our operating costs are kept to a minimum by carefully selected personnel and the use of the latest automated equipment. The benefit structure has been constantly improved as income permits. Any questions pertaining to your coverage or the interpretation of the trust is readily available at your union office.

CHARLIE ROE, Trustee  
Carpenters Health & Welfare  
Trust for California.

### RUMFORD THANKS LABOR FOR SUPPORT

Editor, Labor Journal:

This is to express my sincere appreciation for your endorsement of my candidacy for re-election as assemblyman from the 17th District.

For many years, I have had the support of labor, and we have worked together in Sacramento harmoniously.

Certainly, this endorsement meant a lot to me coming from the district which I represent.

I am looking forward to our continued harmonious relationship for the best interests of all the people of this state.

Again, thank you for your confidence.

W. BYRON RUMFORD

### EDUCATION

Of every three high school graduates, one enters college. But even so, some 120,000 to 200,000 students of outstanding ability, proven or potential, do not go beyond high school level each year for reasons of finances or improper environment or family motivation.—President Johnson.